

2008 Total Compensation Adjustment

Unit 6 - Equipment Operator

2.5% Total Compensation Increase

2.25%

Salary Change

Effective 12/16/07

Total Compensation Element		7/1/2007 Equipment Operator*	Changes @ 2.5%	12/16/2007 Equipment Operator*
* Salary - G-27 Step 5		\$ 5,805	\$ 131	\$ 5,936
Mandatory Allocations				
PERS				
Employee Shared PERS 07/07 - 07/08	8.835%	\$ 512.89	\$ 11.56	\$ 524.45
Employee Shared PERS 12/06 - 6/07	9.164%			
Social Security				
2008@6.20% of \$102,000	6.20%	\$ 359.92	\$ 8.12	\$ 368.03
2007@6.20% of \$97,500				
Medicare				
@1.45% of Salary	1.45%	\$ 84.18	\$ 1.89	\$ 86.07
Holiday Pay				
15 Days per Year		\$ 333.78	\$ 7.52	\$ 341.30
Vacation Pay				
15 Days per Year		\$ 333.78	\$ 7.52	\$ 341.30
Medical Insurance (PERS Min.)				
		\$ 80.80	\$ 16.20	\$ 97.00
Medical Insurance (City Min.)				
		\$ 351.66	\$ 23.37	\$ 375.03
PERS Medical Insurance Fund				
		\$ 2.00	\$ -	\$ 2.00
Discretionary Allocations				
Life Insurance (\$20,000 Coverage)				
		\$ 7.80	\$ -	\$ 7.80
Medical & Dental Insurance				
		\$ 470.48	\$ 1.56	\$ 472.04
Medical Insurance				
				\$ -
Dental Insurance *				
Long Term Disability				
	0.0092	\$ -	\$ -	\$ -
(Now being paid out of salary)				
Total Compensation (For Salary Adj. Purposes)				
		\$ 8,342.51	\$ 208.56	\$ 8,551.07
City Paid PERS				
		\$ 512.89	\$ 11.56	\$ 524.45
Retiree Medical				
		159.91	34.21	194.12
Total Compensation (For Benchmark Adjustment Purposes)				
		\$ 9,015.31	\$ 254.33	\$ 9,269.64
* Three party Delta Dental Preferred Option (with maximum \$2000 for PPO; \$1500 for non-PPO, subject to contract amendment).				
# Medical Insurance includes Administrative Fee of 0.29% and excludes \$97.00 non-discretionary allocation.				